



Code of Conduct

Adopted by (body): CELT Trustees

PROTECTION PARTNERSHIP
 ACCOUNTABILITY
 CARE SAFEGUARDING EMPOWER
 STRENGTHEN IMPROVE
 ENABLE EVERYONE VULNERABLE
 RESPONSIBILITY

- Collaborate** Ability to work effectively as a team
- Empower** Ability to take initiative and problem solve in order to improve performance
- Lead** To lead by example and achieve shared goals
- Transformation** Ability to recognise a need for change and adapt accordingly



CELT Vision

Our vision is for our trust to be a learning organisation in the truest sense.

At the heart of our vision for education is a self-improving school-led system which has the best evidence-led practice and in which every child fulfils their potential. This is a learning community in which:

- Our leaders are driven by moral purpose. They are outwards focused and not afraid to take risks to achieve system transformation. The focus of policy is on continually improving the quality of teaching.
- Our teachers strive to be outstanding. They work across organisational boundaries to promote a collective sharing of knowledge, skills, expertise and experience in order to deepen pupil learning.
- The individual talents and strengths of our pupils are recognised and nurtured. A passion and curiosity for learning is sustained in every child from the moment they join us. A CELT pupil leaves our family of academies with a purpose, and the confidence to fulfil that purpose.
- Our parents are engaged in our learning community and actively work in partnership with us to raise the level of attainment and aspiration of every child.

CELT Mission

“Learning together to help every child achieve more.”

We believe there is no limit to what every child can achieve, and that every child deserves the chance to fulfil their potential.

As a learning community we are on an ambitious journey. We want to deliver a model for education in the 21st century which instils curiosity and a love for learning in every child so that they develop into young adults who contribute to humanity, follow their passions, and think for themselves.

By learning and improving together – as part of a global learning community – we create much richer and more sustainable opportunities for rigorous transformation than can be provided by any one of our academies alone.

COLLABORATE
EMPOWER
LEAD
TRANSFORM

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“Safeguarding is everyone’s responsibility”

At Cornwall Education Learning Trust (CELT) we are committed to safeguarding and promoting the welfare of children and we expect all Trustees, Governors, staff and volunteers to share this commitment. This policy is to ensure that all children with medical conditions, in terms of both physical and mental health, are properly supported in school so that they can play a full and active role in school life, remain healthy and achieve their academic potential.

This policy is part of the following suite of annually updated safeguarding policies:

1. Child Protection and Safeguarding
2. Supporting Children and School with Medical needs/ Managing Medicines
3. Mental Health and Wellbeing
4. Online Safety
5. Child on Child Abuse
6. Attendance
7. **Code of Conduct**
8. Whistleblowing

1

Purpose

- 1.1 The aim of this Code of Conduct for employees is to set out the standards of conduct expected of all staff and to provide further information for employees. This should be read in conjunction with our disciplinary procedure, CELT Safeguarding suite of policies, Teachers' Standards and the statutory guidance Keeping Children Safe in Education 2022.
- 1.2 This Code should make it clear to employees the expectations that Cornwall Education Learning Trust (CELT) has of them. Employees should note that this Code is not exhaustive in defining acceptable and unacceptable standards of conduct and employees must use common sense in adhering to the underpinning principles. If any employee is ever unsure what the expectations are in any given circumstance they should speak to their line manager.
- 1.3 This Code does not form part of any employee's contract of employment and it may be amended at any time.

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Scope

- 2.1 The Code applies to all staff regardless of their position, role of responsibility or length of service including those in their probationary period. References to 'staff' throughout the policy relate to all of the following groups:
 - 2.1.1 All members of staff including teaching and support staff
 - 2.1.2 Volunteers, including Governors and Trustees
 - 2.1.3 Consultants, casual workers
 - 2.1.4 Temporary and supply staff, either from agencies or engaged directly
 - 2.1.5 Student placements, including those undertaking initial teacher training and apprentices.

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- 2.2 As recognisable figures in the local community the behaviour and conduct of staff at CELT outside of work can impact on their employment. Therefore, conduct outside work may be treated as a disciplinary matter if it is considered that it is relevant to the employee's employment.
- 2.3 School staff are in a unique position of trust and influence as role models for pupils. Therefore, staff must adhere to behaviour that sets a good example to all pupils within the school.
- 2.4 This code of conduct is not an exhaustive list of acceptable and unacceptable standards of behaviour. In situations where guidance does not exist in this policy staff are expected to exercise their professional judgement and act in the best interests of the pupils and the school.

3

Safeguarding and promoting the welfare of children and recognising low level concerns

- 3.1 All employees are responsible for safeguarding children and promoting their welfare. This means that employees are required to take action to protect children from maltreatment, prevent impairment of children's health or development and ensure that children grow up in circumstances consistent with the provision of safe and effective care. This will enable all children to have the best outcomes.
- 3.2 All employees should be prepared to identify children who may benefit from early help. Early help means providing support as soon as a problem emerges at any point in a child's life, from the foundation years through to the teenage years.
- 3.3 All employees must be aware of the signs of abuse and neglect and know what action to take if these are identified.

- 3.4 All employees must be aware of low-level concerns, no matter how small, and even if no more than causing a sense of unease or a 'nagging doubt' - that an adult working in or on behalf of the school or college may have acted in a way that:
- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work; and
 - does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the Local Authority Designated Officer (LADO).

Examples of such behaviour could include, but is not limited to:

- being over friendly with children
- having favourites;
- taking photographs of children on their mobile phone;
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door; or,
- using inappropriate sexualised, intimidating or offensive language.

- 3.5 To do this, employees must have fully read and understood our CELT managing allegations including low-level concerns policy and must follow the guidance in this policy at all times, understanding that any low-level concern will be recorded securely on 'Staff Safe' software.

- 3.6 Staff must also have fully read and understood the CELT safeguarding suite of policies and be aware of our systems for keeping children safe and must follow the guidance in these policies at all times.

- 3.7 All employees must cooperate with colleagues and with external agencies where necessary.

- 3.8 The wearing of lanyard and ID card is compulsory and must be worn at all times when in a CELT school or working in a professional capacity in a different setting e.g. educational visit.

3.8.1 Pink and green lanyards will be issued to visitors where safeguarding checks have been carried out and are clear.

3.8.2 Pink and Red lanyards will be issued to visitors where checks have not been carried out. These visitors must be always accompanied.

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Duty of Care

Staff must:

- understand the responsibilities, which are part of their employment or role, and be aware that sanctions will be applied if these provisions are breached
- always act, and be seen to act, in our pupils' best interests
- avoid any conduct which would lead any reasonable person to question their motivation and/or intentions
- take responsibility for their own actions and behaviour

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Health & Safety

All employees must ensure that they:

- familiarise themselves with the Health and Safety statements produced by CELT
- read and understand CELT's Health and Safety Policy
- comply with Health and Safety Regulations or instructions and use any safety equipment and protective clothing which is supplied to you by the school/Trust
- comply with any hygiene requirements
- comply with any accident reporting requirements
- never act in a way which might cause risk or damage to any other members of the school's or Trust's community or visitors
- inform their line manager of any paid work undertaken elsewhere. This is to comply with the Working Time Regulations, which are a Health and Safety initiative

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Honesty and personal integrity

- 6.1 Employees are expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct at CELT.
- 6.2 Employees must comply with any lawful or reasonable instructions issued by managers or governors.
- 6.3 Employees uphold public trust at CELT and maintain high standards of ethics and behaviour, within and outside school, by:
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to their professional position
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
 - showing tolerance of and respect for the rights of others
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law
- 6.4 Employees must have proper and professional regard for the ethos, policies and practices of school and CELT and maintain high standards in their own attendance and punctuality. Employees must treat all colleagues with respect, dignity, fairness and courtesy at all times.
- 6.5 Staff must maintain high standards of honesty and integrity in their work. This includes the handling and claiming of money and the use of school and CELT property and facilities.

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Tackling discrimination

- 7.1 Employees are required to understand the types of discrimination and bullying that pupils and colleagues may be subject to.
- 7.2 Employees have a duty to not discriminate against or harass other people including employees, former employees and job applicants treating them with dignity at all times. Employees should also apply this to how they treat members of the public in the provision of services and should support CELT in meeting its commitment to provide equal opportunities for all and promoting diversity in the workplace.
- 7.3 Employees must not ignore any form of discrimination. This includes inappropriate jokes and banter. Employees must positively promote equality and diversity and inclusion at all times.

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Professional boundaries and relationships

- 8.1 Employees at CELT are in a position of trust in relation to our pupils which means that the relationship between an employee and a pupil is not one of equals. It is a specific offence for a person aged 18 or over (e.g. teacher, youth worker) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual.
- 8.2 Employees must ensure that they avoid behaviour which might be misinterpreted by others. This includes any type of communication that they may have with pupils. No pupil should be in or invited into the home of an adult who works with them, unless the reason for this has been firmly established and agreed with parents and senior leaders or the home has been designated by the school as a work place e.g. childminders, foster carers.
- 8.3 Employees must not make sexual remarks to any pupil or discuss their own sexual relationships with, or in the presence of pupils. Employees must not discuss a pupil's sexual relationships in inappropriate settings or contexts. Any sexual behaviour by a member of staff towards any pupil is unacceptable and illegal.

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- 8.4 Employees must ensure that professional boundaries are maintained at all times. This means that employees should not show favouritism to any pupil and should not allow pupils to engage in any type of behaviour that could be seen to be inappropriate. Pupils are not employees' friends and should not be treated as such.
- 8.5 Employees should be aware that it is not uncommon for pupils to become strongly attracted to a member of staff or to develop an infatuation. If any member of staff becomes aware of an infatuation they should discuss it with their line manager immediately so that they can receive support on the most appropriate way to manage the situation.
- 8.6 For employees who are in a relationship with a colleague, parent or carer, or any other person associated with CELT we expect that they identify this to the Head or Trust Lead and ensure that this does not create a conflict of interest or affect their professional judgement or responsibilities in any way. Where an employee has managerial authority over another employee with whom they are in a close personal relationship, CELT reserves the right to transfer one or both employees to another role within CELT following appropriate consultation with both employees in order to seek agreement to the transfer.

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Confidentiality and data

- 9.1 Members of staff may have access to confidential information about pupils, colleagues or other matters relating to CELT. This could include personal and sensitive data, for example information about a pupil's home life. Employees should never use this information to their own personal advantage, or to humiliate, intimidate or embarrass others. Employees should never disclose this information unless this is in the proper circumstances and with the proper authority.
- 9.2 If an employee is ever in doubt about what information can or can't be disclosed they should speak to the School Data Champion or CELT DPO.

- 9.3 We will comply with the requirements of Data Protection Legislation (being (i) the General Data Protection Regulation ((EU) 2016/679) (unless and until the GDPR is no longer directly applicable in the UK) and any national implementing laws, regulations and secondary legislation, as amended or updated from time to time, in the UK and then (ii) any successor legislation to the GDPR or the Data Protection Act 1998, including the Data Protection Act 2018). Employees are expected to comply with CELT's systems as set out in our Data Protection Policy. If any employee becomes aware that data is at risk of compromise or loss, or has been compromised or lost they must report it immediately to the Data Protection Officer, in order (where applicable) for relevant breaches to be reported to the Information Commissioners Office within 72 hours.
- 9.4 Employees must read and understand our Data Protection Policy and other relevant policies including in relation to criminal records information, recruitment and safer recruitment, internet, email and communications, information security, copies of which are available from the CELT DPO.

Physical contact with pupils

- 10.1 There are occasions when it is entirely appropriate and proper for staff to have physical contact with pupils. Employees must ensure that they only do so in ways that are appropriate to their professional role and in response to the pupil's needs at the time. This should be of limited duration and appropriate to the age, stage of development, gender and background of the pupil. Employees should always be able to explain why they have made physical contact with a pupil.
- 10.2 There may also be occasions where a pupil is in distress and needs comfort and reassurance which may include age appropriate physical contact. If an employee is in this position then they should consider the way in which they offer comfort, ensuring that it is not open to misinterpretation and is always reported to School's Designated Safeguarding Lead.

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- 10.3 Staff may legally physically intervene with pupils to prevent them from committing a crime, injuring themselves or others, causing damage to property, engaging in behaviour prejudicial to good order and to maintain good order and discipline. Physical force should never be used as a form of punishment.
- 10.4 Sexual contact, including grooming patterns of behaviour, with pupils is unlawful and unacceptable in all circumstances.
- 10.5 If providing intimate care for a pupil, follow the intimate care policy guidance.

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Behaviour management

- 11.1 Employees should not use any form of degrading or humiliating treatment to punish a pupil. The use of sarcasm, demeaning or insensitive comments towards pupils is completely unacceptable.
- 11.2 Where pupils display difficult or challenging behaviour, employees should follow the school's behaviour policy using strategies appropriate to the circumstance and situation.

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Social contact with pupils and parents

- 12.1 Employees should not establish or seek to establish social contact, via any channels (including social media), with pupils for the purposes of securing a friendship or to pursue or strengthen a relationship. Employees should use their work provided equipment only for communicating electronically with pupils. If there are any circumstances in which an employee has had to provide their personal contact details, including phone numbers, email address etc, to any pupil then they should report this to their line manager.
- 12.2 CELT's advice to staff is not to connect to pupils via social media or other communication channels unless this is for professional purposes and that the employee can demonstrate that this is the case.
- 12.3 CELT is part of our community and we recognise that, as members of the community, employees will come into contact with pupils outside of CELT. We expect staff to use their professional judgement in such situations and to report to their line manager any contact that they have had with a pupil, outside of school, that they are concerned about or that could be misinterpreted by others.
- 12.4 Staff must not make contact with pupils or ex-pupils, must not accept or initiate friend requests nor follow pupil/pupil or ex-pupil accounts on any social media platform. Staff must not communicate with pupils or ex-pupils via social media, websites, instant messenger accounts or text message. The only acceptable method of contact is via the use of school email accounts or telephone equipment.
- 12.5 Staff should not make contact with pupils' family members, accept or initiate friend requests or follow pupils' family members' accounts on any social media platform.
- 12.6 However, CELT acknowledges that staff who are also parents may wish to make contact with other parents, who are friends, over social media. Staff must exercise caution and professional judgement in these circumstances and should not have any contact with pupils' family members via social media if that contact is likely to constitute a conflict of interest or call into question their objectivity

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Social Media

- 13.1 Staff must not engage in inappropriate use of social network sites which may bring themselves, the school or the school community into disrepute. Staff should adopt the highest security settings on any personal profiles they have.
- 13.2 Staff should remain mindful of their digital tattoo and exercise caution in all their use of social media or any other web-based presence they have. This includes written content, videos or photographs and views expressed either directly or by 'liking' certain pages or posts or following certain individuals or groups. Staff should exercise care when using dating websites where staff could encounter pupils.
- 13.3 Staff must not post disparaging or defamatory statements about any aspect of CELT, our students or their parents or carers; our governors or staff; suppliers and vendors; and other affiliates and stakeholders. Staff should avoid social media communications that might be misconstrued in a way that could damage CELT's reputation, even indirectly.
- 13.4 If you see content in social media that disparages or reflects poorly on our Trust or our stakeholders, you should print out the content and contact your line manager. All staff are responsible for protecting our Trust's reputation.

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Communication - contact with the media

- 14.1 Only designated persons are entitled to communicate with the press, radio or television companies. Refer to individual school for a list of designated persons.

Acceptable use of technology

- 15.1 Staff should follow the Trust's Online Safety policy that includes the staff acceptable use policy at all times and have regard for the school's Online Safety policy for pupils.
- 15.2 Staff who are in contact with pupils should not use personally-owned devices such as mobile phones or tablets in school during their directed/paid hours of employment unless there are exceptional circumstances and they have requested and been given explicit permission to do so by the headteacher. They should be switched off (or silent) at all times. The Bluetooth functionality of a mobile phone or tablet should be switched off at all times and may not be used to send images or files to other mobile phones. Mobile phones and personal devices, cameras and videoing equipment are not permitted in certain areas within the school site such as changing rooms and toilets. Outside of these times, mobile phones should only be used in areas of the school where pupils are not present.
- 15.3 The camera and filming functions of personally-owned devices must not be used in school, on school trips or on official school business.
- 15.4 Mobile phones and personally-owned mobile devices brought in to school are the responsibility of the device owner. CELT accepts no responsibility for the loss, theft or damage of personally-owned mobile phones or mobile devices.
- 15.5 As soon as a member of staff becomes aware that they are in an online game with a pupil from a CELT school, the member of staff should cease to play against that pupil and should not enter any games containing that player as part of the group. Under no circumstances should staff seek out pupils and/or share their own gamer tags/ID with pupils, or use CELT equipment to play online games.

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Photography, videos and other images/media

- 16.1 Many educational activities involve recording images. These may be undertaken or displays, publicity, to celebrate achievement and to provide records of evidence of the activity.
- 16.2 Many school activities involve recording images as part of the curriculum, extra school activities, publicity or to celebrate an achievement. In accordance with The Data Protection Act 1998, the image of a pupil is personal data. Therefore, it is a requirement under the Act for consent to be obtained from the parent/guardian of a pupil for any images made. It is also important to take into account the wishes of the pupil, remembering that some pupils do not wish to have their photograph taken or be filmed.
- 16.3 Using images for publicity purposes will require the age-appropriate consent of the individual concerned and their parent/guardian. Images should not be displayed on websites, in publications or in a public place without their consent. Staff should also be clear about the purpose of the activity and what will happen to the photographs/images/video footage when the lesson or activity is concluded.
- 16.4 Photographs/stills or video footage of pupils should only be taken using school equipment for purposes authorised by the school and should be stored securely and only on school equipment.
- 16.5 Staff should ensure that a member of the Senior Leadership Team is aware of the proposed use of photographic/video equipment and that this is recorded in lesson plans. All photographs/stills and video footage should be available for scrutiny and staff should be able to justify all images/video footage made.
- 16.6 Staff should remain aware of the potential for images of pupils to be misused to create indecent images of children and/or for grooming purposes. Therefore, careful consideration should be given to how activities which are being filmed or photographed are organised and undertaken. Particular care should be given when filming or photographing young or vulnerable pupils who may be unable to question how or why the activities are taking place. Staff should also be mindful that pupils who have been abused through the use of video or photography may feel threatened by its use in a teaching environment.

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Working one-to-one with pupils

- 17.1 There will be times where an employee is working one to one with a pupil and this is acceptable. Employees need to understand that this means that they may be more vulnerable to allegations being made against them.

Therefore, it is important that employees:

- avoid meeting on a one-to-one basis in secluded areas of the school
- ensure that the door to the room is open or that there is visual access into the room
- inform a colleague or line manager of the meeting, preferably beforehand
- reports to their line manager if the pupil becomes distressed or angry

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Curriculum

- 18.1 Many areas of the curriculum can include or raise subject matter which is sexually explicit or of a political or sensitive nature. Care should be taken to ensure that resource materials cannot be misinterpreted and clearly relate to the learning outcomes identified by the lesson plan. This can be supported by developing ground rules with pupils to ensure sensitive topics can be discussed in a safe learning environment. This plan should highlight particular areas of risk and sensitivity and care should especially be taken in those areas of the curriculum where usual boundaries or rules are less rigorously applied e.g. Health and Social Care, PSHE, Drama.
- 18.2 The curriculum can sometimes include or lead to unplanned discussion about subject matter of a sexually explicit, political or otherwise sensitive nature. Responding to children's questions requires careful judgement and employees should take guidance in these circumstances from the Designated Safeguarding Lead.

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Dress and Appearance

- 19.1 CELT employees are role models to our pupils and how they present themselves is important. Our expectation is that staff are decently, appropriately and professionally dressed in work at all times.
- 19.2 We do not permit the wearing of clothes that are revealing, allow underwear to be seen, have offensive logos or writing, or are ripped or torn at any times. If an employee is unsure whether any item of clothing is inappropriate then they should not wear it to work. Employees can always speak to their line manager if they are unsure.
- 19.3 Where we identify that an employee is wearing clothing that we do not find acceptable, they will be informed.

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Gifts and hospitality

- 20.1 Staff should be aware of CELT's Finance Policy regarding arrangements for the declaration of gifts received and given. Staff need to take care that they do not accept any gift that might be construed as a bribe by others, or lead the giver to expect preferential treatment. For many of our employees there will be a limited opportunity to accept gifts and hospitality, but all staff must be aware that it is not acceptable for staff to accept bribes. Therefore, any gift, promotional offer or hospitality, intended either for the employee or for the school that exceeds a nominal value of £10.00 must be declared to their line manager and permission must be obtained before accepting. If an employee is ever unsure, then the best course of action is to politely decline the offer.
- 20.2 It is traditional for pupils and their parents or carers to give gifts as a small token of appreciation or as a thank you to members of staff at certain times throughout the academic year. This Code of Conduct is not designed to stop that practice. Staff may accept gifts from pupils and their parents or carers provided that they meet this definition. Any member of staff receiving a gift with a value of greater than £10.00 should inform their line manager. They will then decide whether the gift can be accepted. Staff should make their line manager aware of any pupil who is giving them gifts on a regular basis, or any pupil or parent or carer who expects something in return for a gift, as this would not be acceptable.
- 20.3 Personal gifts must not be given by staff to pupils and any reward to pupils should be in accordance with Behaviour Policy, recorded and not based on favouritism.

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Keeping within the law

- 21.1 Staff are expected to operate within the law. Unlawful or criminal behaviour, at work or outside work, may lead to disciplinary action, including dismissal, being taken. However, being investigated by the police, receiving a caution or being charged will not automatically mean that an employee's employment is at risk.
- 21.2 Employees must ensure that they:
- 21.2.1 Uphold the law at work
- 21.2.2 Never commit a crime away which could damage public confidence in them or the Trustor which makes them unsuitable for the work they do. This includes, for example:
- submitting false or fraudulent claims to public bodies (for example, income support, housing or other benefit claims)
 - breaching copyright on computer software or published documents
 - sexual offences which will render them unfit to work with children or vulnerable adults
 - crimes of dishonesty which render them unfit to hold a position of trust.
- 21.2.3 Tell the Headteacher and Deputy Trust Lead /Trust Lead if they are the Headteacher immediately if they are questioned by the police, charged with, or convicted of, any crime whilst they are employed by CELT (this includes outside of their working hours). The Headteacher and/or Deputy Trust Lead/Trust Lead will then need to consider whether this charge or conviction damages public confidence in the Trust or makes the employee unsuitable to carry out their duties.

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Showers and changing

- 22.1 Pupils are entitled to respect and privacy whilst they are changing or showering after PE/games or swimming. However, there needs to be an appropriate level of supervision in order to safeguard young people, meet health and safety requirements and to ensure that bullying does not take place. The supervision should be appropriate to the needs and age of the pupils and sensitive to the potential for embarrassment.
- 22.2 Staff should be vigilant about their own behaviour and announce their intention of entering a changing room. Personal and school devices with a camera or video function should not be taken into areas where children are showering or changing. Staff must not change or shower in the same place as children.

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Conduct outside of work and at work-related functions

- 23.1 Unlike some other forms of employment, working at CELT means that an employee's conduct outside of work could have an impact on their role.
- 23.2 Staff must not engage in conduct outside work which could seriously damage the reputation and standing of CELT or the employee's own reputation or the reputation of other members of CELT community. Employees should be aware that any conduct that we become aware of that could impact on their role within CELT or affect the CELT's reputation will be addressed under our disciplinary procedure.
- 23.3 We therefore expect employees to make us aware immediately of any such situations that have happened outside of CELT.
- 23.4 Employees are required to demonstrate responsible behaviour at work-related functions and work-related social events that take place outside normal work hours and to act in a way that will not have a detrimental effect on our reputation.
- 23.5 Staff must not behave in a way outside work that may impact on their suitability to work with children. This includes behaviour which does not directly involve a child/children. Should we become aware of any such incident or behaviour, we may treat the issue as a safeguarding matter and manage it in accordance with the Keeping Children Safe in Education statutory guidance document. Employees should be aware that any behaviour that we consider may impact on an employee's suitability to work with children will be addressed under our disciplinary procedure and may lead to a referral to the Disclosure and Barring Service (DBS) and the Teaching Regulation Agency (where appropriate).
- 23.6 We therefore expect employees to make us aware immediately of any such situations that have happened outside of CELT.

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Smoking, alcohol, e-cigarettes and other substances

- 24.1 CELT schools and offices are all non-smoking sites.
- 24.2 We accept that it is an individual's choice to smoke. However, our staff are role models for our pupils and smoking is not a healthy choice for pupils to make, staff seeking support to give up smoking can speak to CELT's HR Team.
- 24.3 Employees who wish to smoke may only do so in their own time. Staff must not smoke on school or CELT premises or outside school gates, or at entrances to CELT offices. Any member of staff wishing to smoke or use an e-cigarette must leave the school grounds.
- 24.4 Staff must not smoke or use an e-cigarette whilst working with or supervising pupils offsite.
- 24.5 Staff must not promote smoking in any form to pupils. This includes the purchasing of; selling to; or sharing of cigarettes or other products that can be smoked to any pupil regardless of whether they are of a legal age to smoke.
- 24.6 Staff are expected to arrive at work fit to carry out their job and to be able to perform their duties safely without any limitations due to the use or after effects of alcohol or drugs. In this policy drugs use includes the use of controlled drugs, psychoactive (or mind -altering) substances formally known as "legal highs", and the misuse of prescribed or over-the-counter medication.
- 24.7 Alcohol and drug-related problems may develop for a variety of reasons and over a considerable period of time. Therefore CELT will seek, where appropriate, to treat these problems in a similar way to other health issues. Support may be provided at this point, in order to aid a full recovery, allowing a return to work/effective performance and the full range of duties.
- 24.8 Staff must not consume or be under the influence of alcohol, illicit drugs or other illegal substances on or near school premises.
- 24.9 The consumption of alcohol at employee events or meetings is subject to the authorisation of the leadership of the school or Trust.
- 24.10 Staff must not consume alcohol when in loco parentis on school residential trips.

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Agency workers

- 25.1 We will investigate allegations made against agency workers with the cooperation of the agency. Whilst we may decide to cease using the services of an agency worker, this will not prevent us from investigating allegations and liaising with the Local Authority Designated Officer (LADO) to determine a suitable outcome. We expect agency workers and agencies to cooperate with our investigations and with external agencies where applicable.
- 25.2 We will discuss with the agency whether it may be appropriate for them to consider suspending an agency worker, or whether we are prepared to redeploy an agency worker during an investigation.

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Whistleblowing

- 26.1 Whistleblowing is the mechanism by which staff can voice their concerns, made in good faith, without fear of repercussion. Please refer to the CELT Whistleblowing Policy. Staff should acknowledge their individual responsibilities to bring matters of concern to the attention of senior leadership and/or relevant external agencies. This is particularly important where the welfare of children may be at risk.
- 26.2 Report any behaviour by colleagues that raises concerns.
- 26.3 Report any low-level concerns to the Designated Safeguarding Lead or Headteacher

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Review

This Code of Conduct is reviewed and amended annually by CELT. We will monitor the application and outcomes of this code of conduct to ensure it is working effectively.

Appendix History of Changes

Version	Date	Page	Change	Origin of Change
1.0	30.11.2022		Original Draft	